

12 June 1975

1. Why does the average grade (of positions) increase from 10.4 in FY 1975 to 10.46 in FY 1976?

The number of positions in each of the grades above 11 either holds steady or decreases, so it is apparent that the creep is explained not by an increase in the number of higher grades but rather by a greater rate of reduction in the lower grades. This is a normal pattern for an agency striving to accomplish reductions through the use of attrition and improved technology that reduces the number of the more routine jobs. The Agency is not replacing all of the high annual attrition of clericals and is reducing or curtailing the hiring of new junior employees.

2. Should any of the more routine personnel activities be given to the Civil Service Commission?

In July 1973, the Civil Service Commission submitted to the Senate Committee on Post Office and Civil Service its report on "Statutory Exceptions to the Competitive Service." This report contained a section on the Central Intelligence Agency to which was appended the opinion of the CSC concerning continuation of the exception. The Commission noted:

"Because of the covert nature of some CIA positions, these positions cannot be subject to the laws and regulations governing appointment and removal in the competitive service. Moreover, the agency states that it is necessary to have some mobility between the "undercover" positions and those which are openly acknowledged. Although the civil service laws and regulations could be applied to those positions for which the CIA accepts applications on an open basis, the Commission is of the opinion that a single, excepted personnel system for CIA best meets the needs of the Agency."

The Commission further describes the Agency's personnel system as "a working merit system."